

RESOLUTIONS 1987-88 SESSION

Resolution No.	Date of Meeting	Title of Resolution	Action	Remarks and/or Committee Referral
87/1	5/1/87	A Resolution Concerning Faculty Salaries	Adopted 5/1/87	See attached letter dated 1/11/88 from President Elliott in response to Resolution 87/1 - No further action necessary.
87/2	5/1/87	A Resolution to Change the Name of the Senate Committee on University Development and Resources to the Senate Committee on Faculty Development and Resources	Postponed to 9/18/87; <del>Recommitted</del> 9/18/87	
87/3	11/13/87	A Resolution Relating to Sabbatical Leave Policy	Adopted 11/13/87	Accepted as a clarification of existing policy.
87/4	12/11/87	A Resolution for Adoption of Revised <u>Code of Student Conduct</u>	Deferred to 2/12/88; Deferred to 3/11/88; Adopted, as amended, 3/11/88	Accepted.
87/5	1/15/88	A Resolution to Alter the <u>Faculty Code</u> , Sections IV-A-3.1-b)-3) and IV-A-4.1-b)&c)	Deferred to 2/12/88; Adopted, as amended, 2/12/88	Accepted by President to be recommended to Board of Trustees for approval. <i>approved by Board May 19, 1988</i>
87/6	3/11/88	A Resolution to Advance Cross-Cultural Communication with International Students	Adopted 3/11/88	Accepted in principle for implementation as resources permit.
87/7	3/11/88	A Resolution Regarding Faculty Participation on the Board of Directors of the Washington Research Library Consortium	Adopted 3/11/88	Not accepted because inconsistent with the terms of agreement among members of WRLC.
87/8	3/11/88	A Resolution of Appreciation (for President Elliott)	Adopted 3/11/88	Accepted with appreciation.

RESOLUTIONS 1987-88 SESSION

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Resolution No.	Date of Meeting	Title of Resolution	Action	Remarks and/or Committee Referral
87/9	4/8/88	A Resolution on University Planning	Adopted 4/8/88	See President's memo 4/18/88.
87/10	4/8/88	A Resolution to Amend the <u>Faculty Code Provisions Concerning Faculty Consultation in the Appointment of Administrators Whose Positions Relate to Academic Matters</u>	Adopted 4/8/88	See President's memo 4/18/88: <i>see President Trachtenberg's memo 12/14/90 Rejected by President</i>
87/11	4/8/88	A Resolution to Support Additional Funding for Library Acquisitions	Adopted 4/8/88	Under review.
87/12	4/8/88	A Resolution to Amend the University Policy on Academic Dishonesty	Adopted 4/8/88	Accepted by President to be recommended to Board of Trustees for approval. <i>approved by the Board May 19, 1988.</i>
87/13	4/8/88	A Resolution of Appreciation (for Professor Pierpont)	Adopted 4/8/88	Accepted with pleasure.



THE PRESIDENT

TO: Professor William Griffith  
FROM: Stephen Joel Trachtenberg  
SUBJECT: Resolution 87/10  
DATE: December 18, 1990

At first, I thought it was only the puckish side of my nature that disposed me to borrow language once used by your illustrious predecessor in couching in my reply to your request for a response to Resolution 87/10 which had been sitting on President Elliott's desk for some months when I arrived in August, 1988. She said, in another connection, more or less in these words, "There has been no indication of a desire for a change." On further reflection, I think that sentiment would express my considered judgment as well.

I am in favor of making the basic guidelines for the governance of the University sufficiently explicit to preclude misunderstandings. However, I don't perceive the need for the degree of detail proposed in this Resolution. One illustration of the danger of becoming so explicit is that the language reflects a concern regarding two senior administrative officers which positions are not even part of my administration. Another section of the Resolution has to do with procedures that the Senate Executive Committee would set for itself by way of carrying out its part of the process; that hardly requires amending the Faculty Code.

My final and most substantive point would be that whatever anxieties may have motivated the Resolution originally must surely be dissipated by the experience of the last two years. All of the major searches for administrators with responsibilities for academic affairs were clearly open to recommendation from the Faculty Senate and clearly involved the participation of faculty. In sum, I would prefer to leave this Resolution, as did my predecessor, simply on the record without action.

SJT:ls



THE  
GEORGE  
WASHINGTON  
UNIVERSITY

Washington, D.C. 20052 / *Chairman of the Board of Trustees* / (202) 994-6504

April 19, 1988

TO: Lilien Robinson, Chairman  
Faculty Senate Executive Committee

FROM: Everett H. Bellows, Chairman  
Board of Trustees

SUBJECT: Faculty Senate Resolutions 87/9 and 87/10

President Elliott has referred to me Resolutions 87/9 and 87/10 without recommendation in view of his imminent retirement.

Without, at this junction, weighing the possible merits of either resolution, I must decline having the Board of Trustees take these resolutions under consideration. When President-elect Trachtenberg has had an opportunity, not only to assume the many responsibilities of the GWU presidency, but also the opportunity to appraise the quality and character of governance at this University, it will then be appropriate to consider whether these changes in the Faculty Code would be constructive.

Meanwhile, I thank you and the members of the Faculty Senate for your diligence and concern for the welfare of the University as a whole.

cc: President Elliott  
President-elect Trachtenberg

*Everett H. Bellows*





THE  
GEORGE  
WASHINGTON  
UNIVERSITY

Washington, D.C. 20052 / Office of the President / (202) 994-6500

April 18, 1988

TO: Mr. Everett H. Bellows  
Chairman  
Board of Trustees

FROM: Lloyd H. Elliott, President

SUBJECT: Faculty Senate Resolution 87/9,  
a Resolution on University Planning

The above resolution, adopted by the Faculty Senate at its meeting on April 8, 1988, is hereby transmitted without recommendation. Let me outline the rationale which prompted me to refrain from making a recommendation.

The resolution calls for a major restructuring of the Committee on Coordinated Planning, requesting among other things for the President of the University to play a major role--to serve as Chair, in fact, of the Committee. In view of my forthcoming retirement, it would seem inappropriate and untimely for me to recommend either for or against:

- 1) the major restructuring of the Committee itself or
- 2) the assignment of a new role to the President of the University.

I trust all parties will understand my position.

Enclosure

cc: Professor Robinson  
Vice President French  
Associate Provost Phelps  
Provost Johnson

A RESOLUTION TO AMEND THE FACULTY CODE PROVISIONS CONCERNING FACULTY  
CONSULTATION IN THE APPOINTMENT OF ADMINISTRATORS WHOSE POSITIONS  
RELATE TO ACADEMIC MATTERS (87/10)

WHEREAS, the Faculty Code provides (p. 15) "The regular, active-status faculty shares with the officers of administration the responsibility for effective operation of the departments, schools, and colleges and the University as a whole"; and

WHEREAS, the Faculty Code is unclear as to who are "other administrative officials with authority over academic matters"; and

WHEREAS, the administrative interpretation of this clause has been inconsistent in the past; and

WHEREAS, the Faculty Code does not specify a mechanism whereby the Faculty can formally express dissatisfaction with officials of the University as a whole; NOW THEREFORE,

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY:

1) that Article IX Section A of the Faculty Code (p. 15) be amended in its second sentence to read as follows:

"In the exercise of this responsibility, the regular, active-status faculty plays a role in decisions on the appointment and promotion of members of the faculty and the appointment of the President, Provost, Academic Vice President, University Planning Officer, deans, departmental chairs, and other administrative officials with authority over academic matters."

2) that subsections 3, 4, and 5 of Section C of the Procedures for the Implementation of the Faculty Code (p. 22) be amended to read as follows:

3. Provost and/or Vice President for Academic Affairs

The President of the University shall appoint a search committee which shall solicit applications and nominations for the position(s), screen candidates' credentials, and submit three or more names for the President's final selection. The search committee shall include one member of the regular active-status faculty to be named by the Faculty Senate and the dean of one of the University's degree-granting units. Those appointed to the position(s) shall be qualified for faculty membership by training, experience, and continued interest in teaching and research. They shall retain office only as long as they retain the confidence of the Faculty Assembly.

4. Other Administrative Officers

a) no change

b) The Faculty Senate shall be consulted for its recommendations regarding the appointment of administrative officers such as Associate and Assistant Provosts, Associate and Assistant Vice Presidents for Academic Affairs, Deans, the University Planning Officer, the University Librarian, and others whose concern with academic matters comprehends all or substantially all of the University. The Executive Committee of the Faculty Senate shall establish procedures and criteria for the formulation of such recommendations. Appointees to these positions shall retain office only as long as they retain the confidence of the Faculty Assembly.

5. President of the University

The Faculty Assembly shall elect a committee to advise and consult with the Board of Trustees or appropriate members thereof in the selection of a President. Presidents shall retain office only as long as they retain the confidence of the Faculty Assembly.

Committee on Professional Ethics and Academic Freedom  
March 7, 1988

Adopted April 8, 1988



THE  
GEORGE  
WASHINGTON  
UNIVERSITY

Washington, D.C. 20052 / Office of the President / (202) 994-6500

April 18, 1988

TO: Mr. Everett H. Bellows  
Chairman  
Board of Trustees

FROM: Lloyd H. Elliott, President

SUBJECT: Faculty Senate Resolution 87/10, a Resolution to amend the Faculty Code provisions concerning faculty consultation in the appointment of administrators whose positions relate to academic matters

The above resolution, adopted by the Faculty Senate at its meeting on April 8, 1988, is hereby transmitted without recommendation. Let me outline the rationale which prompted me to refrain from making a recommendation.

The resolution calls for a broader role for the faculty of the University in the appointment and promotion of administrative officials with authority over academic matters. Furthermore, the resolution calls for a more decisive role for the faculty through both the Faculty Senate and the Faculty Assembly in the retention of these officers, including the tenure of the President. In view of my forthcoming retirement, it would seem inappropriate and untimely for me either to support or oppose:

- 1) the major restructuring of provisions in the Faculty Code pertaining to "the appointment and promotion of administrative officials with authority over academic matters," or
- 2) the assignment of a more decisive role for the faculty in the retention of the President

Enclosure

cc: ✓ Professor Robinson  
Vice President French  
Associate Provost Phelps  
Provost Johnson



THE  
GEORGE  
WASHINGTON  
UNIVERSITY

Washington, D.C. 20052 / Office of the President / (202) 994-6500

January 11, 1988

TO: Professor Lilien F. Robinson, Chair,  
Faculty Senate Executive Committee

FROM: Lloyd H. Elliott *Lloyd H. Elliott*

SUBJECT: A Resolution Concerning Faculty Salaries (87/1)

I doubt there has been any subject higher on my list of priorities than the improvement of faculty salaries since my arrival on the GW campus in the fall of 1965. Therefore, your resolution and the objective expressed therein are welcome reminders of a concern mutually shared. Continued strengthening of financial support for our libraries would be the only possible subject to enjoy an equally high priority from my point of view.

My dilemma in responding to the faculty salary request is difficult. In certain parts of the University, the Law School being the most conspicuous, faculty enjoy a much higher level of compensation, due primarily to the relatively large numbers of students they meet each week in the classroom. Since every unit of this University is tuition dependent, it is an undeniable fact that faculty salaries are very directly related to credit hours taught by faculties of schools and colleges and by departments. Productivity, if defined to include both teaching and research, is still an incomplete measure of a faculty member's contribution to the institution. However, I simply don't know how to avoid this ever-present economic fact of life. I am convinced, after years of laboring with budgets, that the salary goals which we both seek cannot be achieved unless and until serious attention and realistic planning make productivity a factor related to faculty compensation.

One possible approach to the problem would be to set up machinery whereby the faculty, deans and other appropriate officers of administration could address academic productivity. The subject is of such urgency that I would consider it timely if a strong initiative could be undertaken on this matter before my retirement on June 30, 1988. May I suggest an exploratory session with appropriate members of the Faculty Senate and the administration in order that we might work out a satisfactory procedure.

Many thanks.

A RESOLUTION CONCERNING FACULTY SALARIES (87/1)

WHEREAS, a university can be no better than its faculty; and

WHEREAS, a distinguished university must be staffed with an equally distinguished faculty; and

WHEREAS, equity and market conditions both demand that a distinguished faculty receive compensation which is commensurate with this standing; NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY:

- (1) That the University make annual increments to faculty salaries designed to achieve as soon as possible, and to maintain, for all ranks an overall number one rating (80th percentile or above) on the American Association of University Professors' scale for Category I institutions;
- (2) That the University make annual increments to faculty salaries designed to achieve as soon as possible, and to maintain, for all ranks in each school and college no less than a number two rating (60th percentile or above) on the American Association of University Professors' scale for Category I institutions.

Committee on Appointment, Salary, and Promotion Policies  
March 27, 1987

Adopted, May 1, 1987

*See Dr. Elliott's letter dated 1/11/88 w/celebration of resolutions*



Rating Symbols: 1\* = 95 %ile; 1 = 80; 2 = 60; 3 = 40; 4 = 20. (AAUP)

March - April

Catalog I Schools only															Salary												RATING				Number of Faculty												%																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											
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DOF, 1986-87

Category I Schools.

AAUP Percentile	(100-) 95	(94-) 80	(79-) 60	(59-) 40	(39-) 20
Rank	1*	1	2	3	4
\$	62.4	55.9	50.3	46.7	42.8

			N
G.W.U.	52.6	2	280
N'H.LAW	76.4	1*	31
E+AS	58.7	1	52
SGBA	49.6	3	36
SPIA	47.1	3	8
Col.Col.	46.5	4	119
Ed.+H.D.	42.4	4	28

Private Independent Average 56.9

Of the 43 Independent plus 12 Church related, G.W.U. Ranks 27/55 in Salary and 34/55 in Compensation.

ASSOC. Prof. 1986-87

Category I Schools.

AAUP Percentile	(100-) 95	(94-) 80	(79-) 60	(59-) 40	(39-) 20
Rank	1*	1	2	3	4
\$	42.8	39.4	37.0	35.3	32.5

			N
G.W.U.	37.9	2	169
N'H.LAW	54.7	1*	9
E+AS	42.3	1	14
SGBA	41.1	1	38
SPIA	37.5	2	3
Col.Col.	34.7	4	88
Ed.+H.D.	34.1	4	11

Private Independent Average 38.8

Of the 43 Independent plus 12 church related, G.W.U. Ranks 39/55 in Salary and 32/55 in compensation.

ADM



Ass't. Prof 1986-87 Category I Schools.

AAUP Percentile	(100-) 95	(94-) 80	(79-) 60	(59-) 40	(39-) 20	under 20	
Rank	1*	1	2	3	4	5	
H	35.7	32.9	30.6	29.3	27.8	Below	N
GWU	29.9	3					85
N'H/LAW	-	-					-0-
E+AS	38.0	1*					3
SGBA	38.3	1*					15
SPIA	-	-					-0-
Col.Col.	27.5	5					58
Ed.+H.D.	27.6	5					6

Private Independent Average 32.0

Of the 43 Independent plus 12 church related, GWU Ranks  
38/55 in salary and 36/55 in compensation.

AOK  
4/29/87

TABLE 3

Weighted Average Salary and Average Compensation, by Category, Affiliation, and Academic Rank, 1986-87

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	SALARY				COMPENSATION			
<b>CATEGORY I</b>								
Professor	50,500	48,740	56,900	51,120	61,130	58,720	69,780	62,440
Associate Prof.	36,210	35,590	38,820	37,440	44,350	43,410	48,250	46,200
Assistant Prof.	30,360	29,930	32,040	30,490	37,070	36,580	39,080	36,790
Instructor	22,130	21,440	24,890	26,260	27,130	26,340	30,450	31,260
Lecturer	26,090	26,060	26,650	24,310	32,110	32,180	32,470	29,190
All Ranks	39,800	38,670	44,620	39,030	48,430	46,910	54,830	47,660

TABLE 6

Percentiles of the Distributions of Institutions by Average Salary and Average Compensation, 1986-87 (Rounded to Nearest \$100)

Rating <sup>1</sup>	1*	1	2	3	4	1*	1	2	3	4
Percentile	95	80	60	40	20	95	80	60	40	20
	SALARY					COMPENSATION				
<b>CATEGORY I</b>										
Professor	62,4	55,9	50,3	46,7	42,8	77,3	68,4	61,7	56,3	51,3
Associate	42,8	39,4	37,0	35,3	32,5	53,4	48,3	45,5	43,0	39,3
Assistant	35,7	32,9	30,6	29,3	27,8	43,6	40,0	37,4	35,6	33,6
Instructor	29,3	25,8	23,8	22,4	20,5	35,3	31,6	29,4	27,6	24,8

## AVERAGE SALARY

## AVERAGE COMPENSATION

INSTITUTION	PROF	ASSO	ASST	INST	ALL*	OVERALL**	PROF	ASSO	ASST	INST	ALL*	OVERALL**
George Washington University	52551	37917	29909	21588	43154	43154	62927	46281	36871	26998	52156	52156
Stanford University	67243	46790	36658	0	57974	55919	77793	54251	41673	0	66945	64613
Univ. of Southern California	57653	41320	33251	29781	44512	47642	70856	52524	42438	37072	55745	59334
Golden Gate University	48436	40104	33929	0	41267	43496	56135	47727	40515	0	48544	50994
California Inst. of Tech.	65828	47839	38928	0	59573	55868	80743	57956	47157	0	72894	68204
Yale University	63578	38321	30153	28093	47902	49141	76729	45921	35946	32285	57544	59058
Georgetown University	60942	41677	29572	25526	43189	48611	74625	52178	36848	31258	53440	59963
American University	49904	36948	31047	25606	41209	41925	60508	45353	36436	28803	49771	50701
Howard University	44150	33157	27514	23418	33331	37278	52326	39818	33153	28380	39885	44452
Catholic University	44672	32664	27345	24518	34188	37422	53159	38757	31725	27426	40325	44284
University of Miami	48797	36028	28950	24257	38645	40712	60091	44184	34314	28415	47148	49803
Illinois Institute of Tech.	48374	36601	30736	18336	36950	40637	57664	43979	38313	21941	44534	48803
University of Chicago	59396	39003	33951	24470	48870	47649	72285	47467	41318	29779	59475	57989
Northwestern University	56652	38358	34439	0	46758	47349	68365	46798	40267	0	56273	57086
Loyola Univ. of Chicago	47657	36995	29547	29300	37503	40799	56656	44633	36088	35109	45095	48844
University of Notre Dame	56024	40614	33736	32192	44394	46817	68405	49832	40141	38178	53955	57018
Tulane University	48336	36166	29687	20350	38603	40433	61289	44801	35189	24430	47916	50511
Johns Hopkins University	59803	40510	33461	26771	45393	48347	70051	48880	39411	31336	54678	57091
Massachusetts Inst. of Tech.	62401	43936	35654	25899	51194	50952	77954	55278	45437	34226	64356	64001
Harvard University	69665	36921	34043	19782	52323	51915	84148	44597	41120	23695	63201	62708
Tufts University	51190	38111	32094	0	40314	44022	63154	46843	39241	0	49560	54199
Boston College	51949	38586	31502	27571	39650	43604	64002	48509	38175	31915	49032	53809
Brandeis University	52426	37753	29506	27167	41831	43270	63838	47209	34532	30866	50776	52734
Northeastern University	49545	37684	31765	22248	39027	41962	61953	48736	39997	29042	49411	52963
University of Detroit	37422	33175	27242	19595	32270	33693	45735	40854	33883	24750	39749	41401
Washington University	51186	37105	29671	21241	42215	42178	62198	44891	35270	25625	51069	51064
Saint Louis Univ.-Main	45051	32735	27412	23333	35822	37581	51968	38123	31671	27322	41482	43488
Princeton Theol. Seminary	52500	45675	33075	25200	44481	46113	73649	65186	43239	33789	61500	64463
Princeton University	63434	40143	30954	26175	48902	49637	77393	48286	37303	29451	59347	60155
Drew University	43748	32944	26173	22808	35967	36780	55098	41262	33660	28202	45302	46331
Syracuse University	46838	33839	28221	24850	37653	39002	60239	43880	36171	33058	48558	50306
Columbia University	61524	43687	33280	26875	48484	50132	79023	53395	39874	32275	60929	63029
Columbia U.-Teachers College	50532	37951	28715	20500	41547	41922	65190	47962	35425	25446	52984	53488
Hofstra University	49115	38218	31617	28828	39200	42166	60197	46798	37764	33953	47634	51444
Rensselaer Polytechnic Inst.	55807	40286	34592	0	46707	47532	67180	49741	41486	0	56560	57586
Cornell Univ.-Endowed Colls.	56578	40701	32447	25420	45910	46574	68867	49620	39144	28611	55630	56541
Cornell Univ.-Statutory Colls	50064	38660	31830	25805	40585	42645	67129	51238	41372	33495	54029	56747
Rockefeller University	74419	42807	28898	25324	38216	55551	95336	54465	35578	30822	47916	70751
New York University	59098	40406	34519	25233	46053	48045	73437	51089	43641	31865	57672	60105
Fordham University	52575	39408	29932	26850	40176	43887	62631	47410	36448	32240	48268	52552
University of Rochester	54289	39299	31740	23807	43049	44825	66025	48139	38766	29981	52520	54696
Duke University	57444	40166	31995	31715	47208	47103	70240	49391	37634	35389	57414	57278
Case Western Reserve Univ.	51229	36619	31081	22519	39725	42333	63484	46243	39382	28035	49726	52855
Drexel University	50554	36133	31853	25383	38842	42116	62270	45008	38639	31559	47683	51951
Bryn Mawr College	44058	35389	26643	20570	35134	37621	54065	43318	32727	22740	42899	46009
Carnegie-Mellon University	60144	40767	36061	35733	47841	49450	73811	50125	43753	42740	58589	60581
Lehigh University	50754	37313	30760	33085	43143	42800	66289	48212	38438	38872	55759	55256
University of Pennsylvania	59561	43301	35801	27000	49740	49426	73559	57049	42493	31367	61877	61748
Brown University	53268	36654	30430	26000	44697	43440	65852	44920	36935	29576	55006	53349
Vanderbilt University	54678	37718	29893	29378	41534	44554	66179	47311	37429	35119	51080	54588
Texas Christian University	47296	35644	30080	26396	36362	40130	57014	43664	36155	31696	43963	48562
Rice University	55871	39292	31820	22875	46323	45575	65691	46028	37045	27577	54376	53514
Taylor University	46027	36266	29907	23533	34906	39510	58312	45880	37443	30046	43772	49981
Southern Methodist Univ.	54829	37228	31344	21286	40730	44285	67542	46055	37467	28249	50021	54742
Marquette University	49293	36863	30786	0	37112	42424	61729	46245	37309	0	45987	52954
SELECTED SCHOOLS AVERAGE	56249	38538	31752	25287	43682	45652	68984	47852	38647	30736	53637	56105

A RESOLUTION TO CHANGE THE NAME OF THE SENATE COMMITTEE ON  
UNIVERSITY DEVELOPMENT AND RESOURCES TO THE SENATE COMMITTEE  
ON FACULTY DEVELOPMENT AND RESOURCES (87/2)

WHEREAS, the history of the University Committee on Development and Resources indicates a lack of clear focus with respect to its perceived goals; and

WHEREAS, many past emphases appear to overlap those of other Senate committees, university offices and special programs; and

WHEREAS, there is already a good deal of faculty attention towards general university development and relatively less emphasis on examining faculty problem areas; and

WHEREAS, more concentrated attention to University-wide commitment of resources to faculty development appears to be a desirable goal; NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

- (1) That the Bylaws of the Faculty Senate, Section 10, Standing Committees, be modified to rename the Committee on University Development and Resources to the Committee on Faculty Development and Resources; and
- (2) That the renamed Committee be asked to develop during the coming year, in consultation with the Executive Committee, a clear statement of charge.

Senate Committee on University Development and Resources  
April 9, 1987

Postponed May 1, 1987, to the next regular meeting of the  
Faculty Senate, September 18, 1987

Recommitted, September 18, 1987, with instructions to  
the Committee on University Development and Resources

A RESOLUTION RELATING TO SABBATICAL LEAVE POLICY (87/3)

WHEREAS, the purposes of granting sabbatical leave are adequately set forth in Article VI. of the Faculty Code; and

WHEREAS, the appropriate circumstances of granting sabbatical leave are various and elude consensus and specification; and

WHEREAS, the processes of decision with respect to sabbatical leave approval inevitably involve the exercise of discretions; NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY:

- (1) That the Faculty Senate recommends that no new language be added to the Faculty Handbook or Faculty Code which would attempt further specification of the circumstances under which sabbatical leave will be granted or denied; and
- (2) That the Faculty Senate urges that the possibility of a faculty member's receiving remuneration in addition to his or her University salary should not be deemed relevant to granting or denying a sabbatical leave, unless the requirements of obtaining such additional compensation interfere unduly with the purposes of granting the sabbatical leave.

Committee on Professional Ethics and Academic Freedom  
October 22, 1987

Adopted November 13, 1987

A RESOLUTION FOR ADOPTION OF REVISED CODE OF STUDENT CONDUCT (87/4)

WHEREAS, The Code of Student Conduct was written in a time of student unrest, dissension, and general dissatisfaction on college campuses; and

WHEREAS, The current Code is unnecessarily cumbersome and overly legalistic; and

WHEREAS, Because of its cumbersome nature, the Code is frequently ignored or not followed as precisely as required; and

WHEREAS, There is a need to revise the Code to make it more reflective of the current disciplinary processes and procedures; and

WHEREAS, The proposed Code is a product of a year-long effort involving students, faculty, and staff; and

WHEREAS, The proposed Code better protects the interest of all members of the University; NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY:

That the new Code of Student Conduct prepared by the Committee on the Judicial System be adopted by the University.

Committee on the Judicial System and  
Executive Committee of the Faculty Senate  
November 20, 1987

Deferred 12/11/87 to January or February, 1988, Senate meeting

Deferred 2/12/88 to March 11, 1988, Senate meeting

Adopted, as amended, March 11, 1988

A RESOLUTION TO ALTER THE FACULTY CODE, SECTIONS IV-A-3.1-b)-3)  
AND IV-A-4.1-b)&c) (87/5)

WHEREAS, greater clarity of intent can be achieved by re-ordering and re-wording Sections IV-A-3.1-b)-3) and IV-A-4.1-b) of the Faculty Code; and

WHEREAS, the University can make itself more competitive in the recruitment of new regular faculty by permitting the offer of tenure to associate professors at the time of initial appointment (Code Section IV-A-4.1-c));  
NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY:

(underlining indicates amendments)

- (1) That Section IV-A-3.1-b)-3) of the Faculty Code be made Section 1, i.e., the lead-off paragraph in Section IV-A-3.1-b), and the other sub-sections re-numbered accordingly; and

That new Section 1 read:

"1) A faculty member with more than three years' previous full-time service at another institution may be appointed at any rank below that of professor without tenure for four years as a term or condition of his or her initial appointment, even though his or her total period of service in the academic profession is thereby extended beyond seven years." and

- (2) That Section IV-A-4.1-b) of the Faculty Code be re-worded to read:

"b) Assistant Professors  
Assistant Professors shall be appointed for a period of not more than three years, and may be reappointed ~~with-or~~ with or without tenure for one or more additional periods.

- (3) That Section IV-A-4.1-c) of the Faculty Code be re-worded to read:

"c) Associate Professors  
Associate Professors ~~shall~~ may be appointed  
with tenure or for a period of not more than four  
years without tenure, and may be reappointed  
~~with or~~ with or without tenure for one or more  
additional periods."

December 7, 1987  
Committee on Appointment, Salary and Promotion Policies

Deferred 1/15/88 to February 12, 1988, Senate meeting

Adopted, as amended, February 12, 1988



A RESOLUTION TO ADVANCE CROSS-CULTURAL COMMUNICATION  
WITH INTERNATIONAL STUDENTS (87/6)

- WHEREAS, approximately 11% of our undergraduate and 15% of our graduate students are from foreign countries; and
- WHEREAS, the more successful integration of international students into campus life would benefit the entire GW community; and
- WHEREAS, the Commission for the Year 2000 recommends "strengthening the international dimensions of the University's academic programs"; and
- WHEREAS, the General Education Subcommittee of the Middle States Self-Study recommends that general education at GW provide students with "an ability to understand and communicate with others whose heritage, values, culture, tradition, and language are different from one's own and to deal with the problems which stem from these differences"; and
- WHEREAS, anecdotal evidence suggests that some members of the University community, including instructors, advisors, and staff, may not be sensitive to the special needs of non-native speakers of English and to people with different cultural norms; NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

- (1) That the administration be encouraged to take such actions as having Personnel Services offer workshops on effective cross-cultural communication to University personnel including instructors, advisors, and staff; and
- (2) That academic units be encouraged to take such actions as having new faculty and staff receive training in cross-cultural communication as part of their initiation into the University community, and bringing by appropriate means these issues to the attention of current faculty and staff; and
- (3) That academic units be encouraged to train advisors to be particularly sensitive to the needs of international students.

Joint Committee of Faculty and Students  
February 5, 1988

Adopted March 11, 1988

A RESOLUTION REGARDING FACULTY PARTICIPATION  
ON THE BOARD OF DIRECTORS OF THE WASHINGTON  
RESEARCH LIBRARY CONSORTIUM (87/7)

WHEREAS, the Washington Research Library Consortium is to improve the effectiveness and efficiency of library and information services for students, faculty members, and researchers of its member institutions; and

WHEREAS, the primary users of this new facility will be faculty, students, and research scholars; and

WHEREAS, it is essential that the primary end-users be a part of the design of data bases, type of information and materials to be stored, accessibility, and resources to be acquired; and

WHEREAS, the present Board of Directors of the Washington Research Library Consortium consists of only university presidents and one librarian; NOW THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the Board of the Washington Research Library Consortium be expanded to include in its membership five or more faculty members representative of primary user fields of material to be stored.

Committee on Libraries  
February 18, 1988

Adopted March 11, 1988

A RESOLUTION OF APPRECIATION (87/8)

WHEREAS, Lloyd Hartman Elliott has earned and sustained the respect, appreciation, and affection of current and past members of The George Washington University community; and

WHEREAS, As President of the University, he has presided for twenty-three years as Chairman of the Faculty Senate; and

WHEREAS, President Elliott's distinguished service deserves appropriate acknowledgment and strongest commendation; NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the following citation be issued:

In recognition of his contributions to The George Washington University as its President and chief academic leader;

In recognition of his service as President of the Faculty Assembly, as Presiding Officer of the Faculty Senate over whose frequently challenging and inevitably lengthy sessions he has effectively presided, as ex officio member of the Executive Committee, and as guest at innumerable meetings of standing committees of the Faculty Senate;

Especially in recognition of his wisdom, his unfailing cooperativeness, his receptiveness to all levels of faculty concerns, his attentiveness to and consideration of divergent points of view, and the diplomacy, congeniality and personal warmth that have marked his relationship with the Faculty Senate and its Executive Committee;

Upon the occasion of the retirement of a leader, mentor, and friend

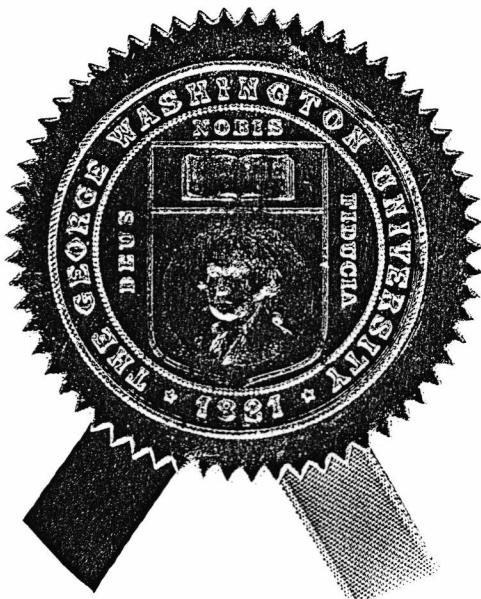
THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

CITES

LLOYD HARTMAN ELLIOTT

FOR

DISTINGUISHED SERVICE



*Howard C. Pierpont*  
Howard C. Pierpont

*John A. Morgan, Jr.*  
John A. Morgan, Jr.

*Peter P. Hill*  
Peter P. Hill

*William B. Griffith*  
William B. Griffith

*Lilien F. Robinson*  
Lilien F. Robinson  
Chairmen, Executive Committee

March 11, 1988  
Adopted by acclamation 3/11/88

A RESOLUTION ON UNIVERSITY PLANNING (87/9)

- WHEREAS, the faculty supports long-range planning and the establishment of an appropriate process and a planning group; and
- WHEREAS, the faculty recognizes the newness of the planning process, and hence the difficulties of coordinated planning at the institutional level; and
- WHEREAS, a planning group should focus upon long-range, strategic planning and the attainment of University goals as defined by appropriate representatives of academic units; and
- WHEREAS, planning is the responsibility of the academic leadership of the University; and
- WHEREAS, the focus of the current planning committee (Committee on Coordinated Planning) has been on establishing a planning philosophy and planning procedures based on current incremental budgeting; and
- WHEREAS, this approach and the framework used in implementing this approach have limited collegial decision-making; and
- WHEREAS, the planning committee as now constituted does not provide mechanisms for the direct involvement of the Board of Trustees in the initial planning phases, full participation of Academic Deans, and effective and systematic linkage to the faculty; NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

- (1) That the Committee on Coordinated Planning be reconstituted as the University Planning Committee to develop strategic, long-term plans; and
- (2) That these plans be made in the context of specific University goals agreed upon by Academic Officers and the faculty through its schools and representatives on the Faculty Senate; and

- (3) That this committee be composed of the following:
- President (Chair)
  - Vice President for Academic Affairs
  - Vice President and Treasurer
  - All Academic Deans
  - Chair of the Academic Affairs Committee  
of the Board of Trustees
  - Three Faculty Representatives (elected by the  
Faculty Senate; reporting on a monthly basis  
to the Executive Committee of the Faculty  
Senate)
  - President of the G.W.U. Student Association; and
- (4) That meetings, with accompanying agendas and minutes, be held on a regular basis, decisions made by vote and the Committee make periodic reports of its activities to the University community through the mechanism of the Faculty Senate and faculty meetings of the schools and colleges.

Executive Committee of the Faculty Senate  
March 25, 1988

Adopted April 8, 1988

*See Mr. Elliott's memo dated 4/18/88 w/ Tabulations.*

A RESOLUTION TO AMEND THE FACULTY CODE PROVISIONS CONCERNING FACULTY  
CONSULTATION IN THE APPOINTMENT OF ADMINISTRATORS WHOSE POSITIONS  
RELATE TO ACADEMIC MATTERS (87/10)

WHEREAS, the **Faculty Code** provides (p. 15) "The regular, active-status faculty shares with the officers of administration the responsibility for effective operation of the departments, schools, and colleges and the University as a whole"; and

WHEREAS, the **Faculty Code** is unclear as to who are "other administrative officials with authority over academic matters"; and

WHEREAS, the administrative interpretation of this clause has been inconsistent in the past; and

WHEREAS, the **Faculty Code** does not specify a mechanism whereby the Faculty can formally express dissatisfaction with officials of the University as a whole; NOW THEREFORE,

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY:

1) that Article IX Section A of the **Faculty Code** (p. 15) be amended in its second sentence to read as follows:

"In the exercise of this responsibility, the regular, active-status faculty plays a role in decisions on the appointment and promotion of members of the faculty and the appointment of the President, Provost, Academic Vice President, University Planning Officer, deans, departmental chairs, and other administrative officials with authority over academic matters."

2) that subsections 3, 4, and 5 of Section C of the **Procedures for the Implementation of the Faculty Code** (p. 22) be amended to read as follows:

3. Provost and/or Vice President for Academic Affairs

The President of the University shall appoint a search committee which shall solicit applications and nominations for the position(s), screen candidates' credentials, and submit three or more names for the President's final selection. The search committee shall include one member of the regular active-status faculty to be named by the Faculty Senate and the dean of one of the University's degree-granting units. Those appointed to the position(s) shall be qualified for faculty membership by training, experience, and continued interest in teaching and research. They shall retain office only as long as they retain the confidence of the Faculty Assembly.

#### 4. Other Administrative Officers

a) no change

b) The Faculty Senate shall be consulted for its recommendations regarding the appointment of administrative officers such as Associate and Assistant Provosts, Associate and Assistant Vice Presidents for Academic Affairs, Deans, the University Planning Officer, the University Librarian, and others whose concern with academic matters comprehends all or substantially all of the University. The Executive Committee of the Faculty Senate shall establish procedures and criteria for the formulation of such recommendations. Appointees to these positions shall retain office only as long as they retain the confidence of the Faculty Assembly.

#### 5. President of the University

The Faculty Assembly shall elect a committee to advise and consult with the Board of Trustees or appropriate members thereof in the selection of a President. Presidents shall retain office only as long as they retain the confidence of the Faculty Assembly.

Committee on Professional Ethics and Academic Freedom  
March 7, 1988

Adopted April 8, 1988

*See Mr. Elliott's memo dated 4/18/88 w/ tabulation.*

*See President Trachtenberg's memo dated 12/18/90*

*Res. 87/10 repeated by President*

A RESOLUTION TO SUPPORT ADDITIONAL FUNDING FOR LIBRARY ACQUISITIONS (87/11)

WHEREAS, the library is an essential resource for quality of education at George Washington University; and

WHEREAS, rising costs and the soft dollar have compounded the problem of acquisitions; and

WHEREAS, the budget cuts have decreased the University's ability to respond to faculty and student needs, thereby diminishing the quality of education opportunities at GWU; and

WHEREAS, the library has ceased ordering monographs on the approval plan, serials, and direct order publications to work with an existing budget plan; and

WHEREAS, the library has absorbed \$93,000 in budget cuts from personnel salaries and wages and thereby has no flexibility; NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY:

- (1) That to maintain the quality of education deemed essential through the acquisition of library materials the Senate supports the library budget request for additional acquisitions in the amount of \$150,000 for the next two years to get acquisitions back to previous levels of 1986-87; and
- (2) That the Senate recommends an additional \$150,000 be allocated on a one-time basis effective July 1, 1988, to purchase materials that have been curtailed for the period of January-June, 1988.

Committee on Libraries  
February 12, 1988

Adopted April 8, 1988



WHEREAS, initiatives in the Office of the Dean of Students and the Vice President for Academic Affairs aimed at clarifying University policy concerning forgery and falsification of academic documents; and

WHEREAS, the Joint Committee of Faculty and Students and the Faculty Senate have been asked to review the proposed amendments to the Academic Dishonesty Policy and make recommendations; and

WHEREAS, the Joint Committee has thoroughly reviewed the proposed amendments; NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the Faculty Senate approve rewording the University Policy on Academic Dishonesty so that the underlined portions will be added:

#### DEFINITION

Academic dishonesty is an act of fraud, which may include misrepresentation, deceit, falsification, or trickery of any kind that is done by the student with the purpose, intent, or expectation of influencing a grade or other academic evaluation. Academic dishonesty also includes forgery and falsification of University academic documents, intentionally impeding or damaging the academic work of others . . . .

3. Falsification and forgery of University Academic Documents - knowingly making a false statement, concealing material information, or forging a University Official's signature on any University Academic record or document. Such academic record or document may include the application for admission, add-drop forms, request for advanced standing, requests to register for graduate level courses, etc. (Falsification or forgery of non-academic University documents, such as financial aid forms, shall be considered a violation of the non-academic student disciplinary code.)

(Renumber the rest of the definition section after above is inserted.)

The remainder of this statement aims at informing faculty, administrators, and students of their rights and responsibilities  
. . . .

## INITIAL PROCEDURES

In all cases, a ~~faculty member~~ complainant who seeks to impose one or more of the aforementioned sanctions must consult with his or her department chair or equivalent. The ~~faculty member~~ complainant will then be responsible for presenting the student with a completed copy of the . . . .

The student is entitled to hear the ~~faculty member's~~ complainant's evidence and to speak on his or her own behalf. Based on this meeting, should the ~~faculty member~~ complainant be persuaded that the student is innocent, the charges should be dropped and all records of the charges destroyed.

If the student agrees . . . . agreement shall be noted by the signatures of both the student and ~~faculty member~~ complainant on the Charge form . . . .

## HEARING

If the student believes that the charge is not accurate or that the sanction is not appropriate, the case shall be referred for hearing before the dean, or . . . in which the alleged offense occurred. If the complainant is a University official, the case shall be referred for hearing before the dean, or dean's representative of the school in which the student is enrolled.

(In the rest of the Policy, substitute the word "complainant" for "faculty member," except in the first sentence of the "Appellate Review" section.)

## BE IT FURTHER RESOLVED

That the Faculty Senate recommend replacing the present section "Sanctions" with the following new section entitled "Sanctions":

## SANCTIONS

When faculty members or University officials (hereinafter, the "complainants") discover or have brought to their attention instances of apparent academic dishonesty, they must, upon consultation with their departmental chairpersons or equivalent, act to invoke against the alleged offender one or more of the following sanctions:

1. Written reprimand from the Dean. A record of this action shall be retained in the student's Dean's office until

student graduates, or for one year after termination of student's enrollment.

2. Rejection of the work product, with the requirement that the student satisfactorily complete compensatory work. A record of this action shall be retained in the student's Dean's office until student graduates, or for one year after termination of student's enrollment.

3. A zero for the work product. A record of this action shall be retained in the student's Dean's office until student graduates, or for two years after termination of student's enrollment.

4. A grade of F for the course or other academic requirement. A record of this action shall be retained in the student's Dean's office until student graduates, or for two years after termination of student's enrollment.

5. A zero for the work product and notation of "Academic Dishonesty -- Coursework" on the Registrar's record. A record of this action shall be retained in the student's Dean's office until student graduates, or for two years after termination of student's enrollment; the notation of "Academic Dishonesty -- Coursework" shall be removed from the Registrar's record when student graduates or two years after termination of student's enrollment.

6. The notation "Academic Dishonesty -- Not Coursework" on the Registrar's record. A record of this action shall be retained in the student's Dean's office until student graduates, or for two years after termination of student's enrollment; the notation of "Academic Dishonesty -- Not Coursework" shall be removed from the Registrar's record when student graduates or two years after termination of student's enrollment.

7. A grade of F for the course or other academic requirement with notation of "Academic Dishonesty -- Coursework" on the Registrar's record. A record of this action shall be retained in the student's Dean's office until student graduates, or for two years after termination of student's enrollment; the notation of "Academic Dishonesty -- Coursework" shall be removed from the Registrar's record when student graduates or two years after termination of student's enrollment.

8. A grade of F for the course or other academic requirement, with the notation of "Academic Dishonesty -- Coursework" permanently on the Registrar's record. The Registrar shall retain the record of this action.

9. The notation "Academic Dishonesty -- Not Coursework" permanently on the Registrar's record. The Registrar shall retain the record of this action.

10. Suspension from the University for a period not to exceed one year, or indefinite suspension from the University for a period exceeding one year and with conditions of readmission stated in the suspension notice. The notation "Academic Dishonesty -- Coursework" (or "Academic Dishonesty -- Not Coursework") shall remain permanently on the Registrar's record, with the Registrar retaining this record.

11. Expulsion from the University, with the notation "Academic Dishonesty -- Coursework" (or "Academic Dishonesty -- Not Coursework") remaining permanently on the Registrar's record, with the Registrar retaining this record.

The prior disciplinary record of a student may be considered in establishing the appropriate sanction to be imposed. It should not be a factor in the determination of guilt. ~~A record of the academic dishonesty offense shall be kept in the Office of the dean in the appropriate school or division.~~

AND BE IT FURTHER RESOLVED |

That the section entitled "Records of Proceedings" in the present policy be deleted in its entirety.

Joint Committee of Faculty and Students  
March 21, 1988

Adopted April 8, 1988

# PRESENT POLICY

## UNIVERSITY POLICY ON ACADEMIC DISHONESTY

July 1, 1986

### INTRODUCTION

The University community, in order to fulfill its purposes, must encourage the pursuit of academic excellence in an environment that promotes honesty, integrity, and fairness. All members of the community are expected to exhibit honesty and competence in their academic work and to share the responsibility to secure and respect general conditions conducive to an atmosphere of academic honesty.

It is the responsibility of University administrators to publicize appropriately the University Policy on Academic Dishonesty. Different schools and divisions may develop supplemental guidelines in conformity with this University policy and the *Statement of Student Rights and Responsibilities*, providing such guidelines are clearly publicized and made available to students and faculty.

It is the responsibility of department chairpersons to see that, if needed, supplemental guidelines for academic competence and honesty appropriate to their disciplines are developed and publicized.

Teachers of basic introductory courses, undergraduate and graduate, should recommend to students that they acquaint themselves with the University Policy on Academic Dishonesty. They must provide their students with a copy of any departmental guidelines developed to complement the Academic Dishonesty policy.

It is the responsibility of all students at the University to read and familiarize themselves with the University Policy on Academic Dishonesty. If the propriety of certain conduct, in light of the University community's norm of academic honesty, is in doubt, students must seek the advice of faculty.

Members of the academic community are presumed to be familiar with the University's academic procedures and are held responsible for applying them. Deliberate failure to act in accordance with such procedures is considered academic dishonesty. Failure to observe these procedures by reason of ignorance or inadvertence constitutes academic incompetence. A faculty member must decide whether to consider a student's noncompliance as an act of dishonesty or an act of incompetence. Although incompetence may be dealt with in the normal evaluative manner, acts of academic dishonesty must be treated as moral and intellectual offenses against the academic community and cannot be tolerated.

Students who feel aggrieved by the apparent inaction of faculty in matters of alleged academic dishonesty may appeal for action to the faculty member's department chairperson or dean.

### DEFINITION

Academic dishonesty is an act of fraud, which may include misrepresentation, deceit, falsification, or trickery of any kind that is done by the student with the purpose, intent, or expectation of influencing a grade or other academic evaluation. Academic dishonesty also includes forgery of academic documents, intentionally impeding or damaging the academic work of others, or assisting other students in acts of dishonesty. It is unnecessary and impossible for this policy to anticipate and explicitly define every kind of academic dishonesty; common examples of academically dishonest behavior include:

1. Cheating—intentionally using or attempting to use unauthorized materials, information, or study aids in any academic exercise; copying from another student's examination; submitting work prepared in advance for an in-class examination; representing material prepared by another as one's own work; violating rules governing administration of examinations.

2. Fabrication—intentional and unauthorized falsification or invention of any information or citation in an academic exercise.

3. Facilitating Academic Dishonesty—intentionally or knowingly helping or attempting to help another to commit an act of academic dishonesty.

4. Plagiarism—intentionally or knowingly representing the words or ideas of another as one's own in any academic exercise; failure to attribute direct quotation, paraphrase, or borrowed facts or information.

All members of the academic community have a responsibility to prevent acts of academic dishonesty or, when they have occurred, to note and act upon them and keep them from recurring. Further, aiding, abetting, conspiring with, or assisting any other person to perform any act of academic dishonesty when the person charged had reason to believe that academic dishonesty was involved may properly be considered academic dishonesty. A more detailed definition of various types of academic dishonesty, where such have been promulgated, can be obtained from the appropriate department or dean's office.

The remainder of this statement aims at informing faculty and students of their rights and responsibilities with respect to academic dishonesty. The procedures outlined below, including sanctions, apply to academic dishonesty only and shall not apply to cases of academic incompetence.



## SANCTIONS

When faculty members discover or have brought to their attention instances of apparent academic dishonesty, they must, upon consultation with their departmental chairpersons or equivalent, act to invoke against the alleged offender one or more of the following sanctions:

1. Rejection of the work product, with the requirement that the student satisfactorily complete compensatory work. If no work product is involved, a written reprimand shall be issued. In either case, a record of this action shall be retained in the Dean's office until graduation, or for one year following the student's termination of enrollment.
2. A zero for the work product.
3. A grade of "F-Academic Dishonesty" for the course or other academic requirement, the notation "Academic Dishonesty" to be expunged upon graduation or two years following the student's termination of enrollment.
4. A grade of "F-Academic Dishonesty" for the course or other academic requirement, with the notation remaining on the student's permanent record.
5. Suspension from the University for a period not to exceed one year, with a notation of "Academic Dishonesty" remaining on the student's permanent record.
6. Expulsion of the student from the University with the notation "Academic Dishonesty" remaining on the student's permanent record.

The prior disciplinary record of a student may be considered in establishing the appropriate sanction to be imposed. It should not be a factor in the determination of guilt. A record of the academic dishonesty offense shall be kept in the office of the dean in the appropriate school or division.

## INITIAL PROCEDURES

In all cases, a faculty member who seeks to impose one or more of the aforementioned sanctions must consult with his or her department chair. The faculty member will then be responsible for presenting the student with a completed copy of the "Charge of Academic Dishonesty" form in which the nature of the charges as well as the proposed

sanction are set forth. This must occur within two weeks of the time that the offense was brought to the faculty member's attention. Upon presentation of the charges, the student will also be provided a copy of the current University Policy on Academic Dishonesty and the *Statement of Student Rights and Responsibilities*. The student is entitled to hear the faculty member's evidence and to speak on his or her own behalf. Based on this meeting, should the faculty member be persuaded that the student is innocent, the charges shall be dropped and all records of the charges destroyed.

If the student agrees that the charge is accurate and that the sanction is appropriate, the fact of this agreement shall be noted by the signatures of both the student and faculty member on the Charge form, and the sanctions shall be imposed. A copy of the signed form shall be deposited with the dean of the school in which the offense occurred as well as the dean of the school in which the student is enrolled.

## HEARING

If the student believes that the charge is not accurate or that the sanction is not appropriate, the case shall be referred for hearing before the dean, or a representative of the dean, of the school in which the alleged offense occurred. The dean's representative shall be a member of the faculty designated by the dean with the concurrence of the dean's council or other appropriate committee designated by the dean. Both the student and faculty member shall be present at the hearing, at which time the student will again be informed of the charge and the evidence in the case and will be allowed to speak on his or her own behalf. The student may be accompanied by an advisor of his or her own choosing who may advise the student but shall not be permitted to speak on the student's behalf. Both parties may produce witnesses on their behalf and disagree with and/or question any witnesses appearing for the other party. The proceedings shall be tape-recorded in cases that may involve suspension, expulsion, or a permanent notation of academic dishonesty on the student's permanent record.

At the conclusion of the hearing, should the student be determined innocent by the dean (or the dean's representative), and the faculty member concurs, the charge shall be dropped and all records of the case destroyed. Otherwise, within seven calendar days of the conclusion of the informal hearing, the dean (or dean's representative) shall issue an opinion in writing setting forth his or her findings of fact, conclusion, and the appropriate sanction. If the student and faculty member agree with the opinion, this shall be noted in writing to be filed in the dean's office, and the sanction shall be imposed. If either the faculty member or the student disagrees with the opinion, he or she must, within ten calendar days, file a written appeal with the Vice President for Academic Affairs requesting a review of the case by the Hearing Committee on Academic Dishonesty. The appeal must specify the points of disagreement and the remedy sought.

## APPELLATE REVIEW

The Appellate Review Committee on Academic Dishonesty shall be composed of a non-voting chair, three faculty members (two of whom shall be from the school in which the alleged offense occurred and at least one of whom shall be from the school in which the charged student is enrolled), and at the option of the accused student, two students enrolled in the school in which the offense occurred. The Vice President for Academic Affairs shall appoint the chair who shall constitute the Committee from a pool of faculty and students selected by the dean of each school. The Appellate Review Committee shall be convened within fifteen calendar days of the filing of an appeal.

The Appellate Review Committee will review the dean's (or the dean's representative's) opinion and all documentary evidence pertinent to the case. It may decide to dispose of the case on the basis of the evidence presented, or may decide to hear new evidence. In the latter instance, the student must be present and will be allowed to disagree with and/or question the evidence or the witness. The student may be accompanied by an advisor of his or her choosing who may advise the student but may not speak on the student's behalf. The Appellate Review Committee may open these proceedings at the request of the student. If the Appellate Review Committee determines by majority vote that the student is not guilty, all records pertaining to the case will be destroyed. In all other cases, the Appellate Review Committee shall prepare an opinion summarizing the results of its review and including a determination of the sanction(s). The opinion of the Appellate Review Committee will be transmitted to the appropriate dean for the record and to the student, and the sanction shall be imposed and shall be final unless appealed to the Board of Trustees within fifteen calendar days.

### **BOARD OF TRUSTEES**

If the student or faculty member believes that the charge(s) is/are not accurate or that the sanction(s) is/are not appropriate, the nonconcurring party may request review by the Board of Trustees through the Office of the Vice President for Academic Affairs.

### **SAFEGUARDS DURING PROCEDURE**

The reliance upon evidence shall be determined by fundamental principles of fair play and not upon strict rules of evidence or procedure as are customarily applied in courts of law.

### **TIME LIMITS**

While it is normally expected that the procedural steps set forth herein can and will be taken within the prescribed time limits, failure to do so shall not constitute a violation when extenuating circumstances reasonably excuse the delay.

Should appeal procedures not be completed before the "due date" for the semester grades, the faculty member shall record the grade "I" for the student until the charges have been finally adjudicated. For other academic requirements (e.g., theses, comprehensive examinations, etc.), no sanctions shall go into effect until the completion of all appeals that are to be undertaken.

### **RECORDS OF PROCEEDINGS**

The complete records of academic dishonesty proceedings that result in a finding of academic dishonesty shall be maintained with the student's academic record in the office of the dean of the school in which the student is enrolled. They should be retained in the dean's office until either the student's graduation, or for one or two years (as specified by the sanction) following the termination of the student's enrollment, whichever is first. Following that period, the written proceedings of cases in which any sanction has been recorded on the student's permanent record will be transmitted to the Office of the Registrar to be filed with the student's permanent record; in cases in which no sanction has been recorded on the student's permanent record, the records of the proceedings will be destroyed. Written records of academic dishonesty proceedings retained by the University are available to appropriate University officials, prospective employers, and other educational institutions, in accordance with University policy and federal regulations.

A RESOLUTION OF APPRECIATION (87/13)

WHEREAS, Howard Clemeth Pierpont is retiring from active service as a member of the Faculty and will therefore be leaving the Faculty Senate; and

WHEREAS, his contributions to his school and to the broader University community richly deserve acknowledgment and applause; NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the following citation be issued:

In recognition of his contributions to The George Washington University during thirty-six years of service to his students and colleagues as Clinical Instructor in Surgery, Instructor in Anatomy, Associate in Surgery, Assistant Professor of Surgery, Associate Professor of Surgery, Director of the Surgical Research Laboratory, and Chairman of the Hemodialysis Team in the School of Medicine and Health Sciences;

In recognition of his dedicated service to the faculty and to the University community for seventeen years on the Faculty Senate, eight years on the Senate's Executive Committee, and one year as Chairman of the Executive Committee;

Especially in recognition of his ability to bring to the deliberations of this body and its Executive Committee an unflinching good humor marked by a wit as sharp as his scalpel coupled with a tongue dedicated to healing without cutting;

Upon the occasion of the retirement of a valued colleague and friend

THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

CITES

HOWARD CLEMETH PIERPONT

FOR

DISTINGUISHED SERVICE



Lillian F. Robinson  
Lillian F. Robinson  
Chairman, Executive Committee  
April 8, 1988  
Adopted by acclamation 4/8/88

Lloyd H. Elliott  
Lloyd H. Elliott  
President